



LAUNCH EVENT

Wellness Works in Howard County

INTRODUCING “WELLNESS WORKS”

We are excited to introduce the Wellness Works in Howard County program. The rollout of this program – which focuses on the health and well-being of our employees – will begin in January. Many thanks for helping us get off to a healthy start!

VISION

The employees of Howard County Government and its allied agencies will enjoy the maximum level of personal wellness, and the organizations they work for will have a highly engaged and productive workforce.

GOAL

To establish and sustain a comprehensive wellness program in which individuals can take charge of their personal well-being and their organizations can realize health care savings.

OBJECTIVES

- Employee engagement: Number of employees who have taken a Health Risk Assessment (HRA) will exceed 70%.
- Interventions, activities, and outcomes measures will be based on evidence-based standards.
- The number of preventive care physicals will increase by the second year of implementation.

PROGRAM ELEMENTS



December 2, 2008

Launch Event Agenda

8:00 a.m. - 9:00 a.m.

Enjoy a healthy light breakfast & experience a Health Risk Assessment (HRA) – optional

9:00 a.m. - 10:15 a.m.

- ▶ Ken Ulman launches the program
- ▶ Todd Allen gives program overview
- ▶ Bill Germanakos motivates!

10:15 a.m. - 11:15 a.m.

Additional time to experience a Health Risk Assessment (optional)

What's Ahead in 2009?

- ▶ Health Risk Assessments (HRAs) and worksite screening clinics – see page 2 for details.
- ▶ Other worksite activities, including:
 - Lunch sessions
 - Exercise classes
 - Walking programs
- ▶ Ongoing health and wellness information, such as newsletters, posters, and emails

We welcome your comments and suggestions. Please contact Phyllis Madachy, Chair of the Wellness Steering Committee, at pmadachy@howardcountymd.gov.

About Wellness Works in Howard County

What's a Health Risk Assessment (HRA)?

Available through a confidential, secure website, a Health Risk Assessment (HRA) is a tool that:

- Identifies your personal health strengths and risks;
- Provides you with an action plan to help prevent future conditions and manage current conditions;
- Gives the County information about the health "future" of our workforce vs. claims data (past); and
- Ensures that worksite activities will address relevant health topics.

After you provide information about your health habits and history, you will receive a report that gives you an overview of your current health status along with any health risks and how to manage them.

Your confidential information is protected in accordance with HIPAA Privacy Rules. Only data about the employee group as a whole will be provided to the County, which ensures that worksite activities will address relevant health conditions.

Worksite Screening Clinics: Know Your Numbers!

By late January 2009, worksite screening clinics will begin. In a private setting, professionals from Quest Diagnostics will take your blood pressure, weight, and height. They will use a simple finger prick to measure health indicators, such as:

- Blood glucose
- Cholesterol (HDL and LDL)
- Triglycerides

You will receive a report with your results, normal ranges, and a brief description of the tests by mail within two weeks. **Your personal report and data will not be shared with the County** – only a summary of the results (representing the total group) will be shared.

You can then input the data into the Health Risk Assessment at your convenience. Once you enter the results into the HRA, you will get a personal risk assessment report. **Know your numbers – it's your personal key to an accurate Health Risk Assessment.**

Your Support is Key

In May 2008, focus group participants reported that a supportive environment is critical to helping employees engage in wellness activities, particularly at work. During the focus groups, participants viewed the term "support" in several ways:

- Endorsement and support from the County Executive, Department Directors, and direct supervisors;
- An employee at each location to coordinate activities;
- Cooperation among co-workers; and
- An environment that promotes healthy eating.

Your support is essential to a successful Wellness Works program!

How We'll Measure the Success of Wellness Works

- Increase in annual preventive physicals
- Lower costs
- Increase in preventive screenings
- Increase in physical activity
- Participation in Health Risk Assessments and disease management programs
- Reduced absenteeism
- Reduced Workers' compensation claims
- **High employee satisfaction!**

Thanks for helping us get off to a healthy start!

